

Finance (195₄₇) Department.

Hs SERIES.

G.O. No. 809

Dated 17-10-47

[Despatch Abstract.]

Public Services - Revision of Scales of Pay - Grant of weightage for past service in the case of low-paid Government servants -
~~Discontinued~~ Dropped - Papers Recorded.

Finance (Salaries) Dept.

U.O. Note No. 30092 Sal/47-1 dated 2 12-9-1947.

Sub: Public Services - Revision of Scales of pay -
Recommendations of the Central Pay Commission.

. .

Extracts of notes from the file relating to the Central Pay Commission's Report on the following recommendations are enclosed:

More weightage for past service in the case of low paid posts.

It has been decided that the recommendations should be further examined as indicated in the extracts of notes of Finance Department (enclosed).

Finance (Salaries) Department is
requested to take necessary further action.

T.N.S. Raghavan,
Additional Secretary to Government.

To
The Finance (Salaries) Department.

Forwarded/By Order.

SP.

Sd/-x x x x x
Superintendent.

RECOMMENDATIONS OF THE CENTRAL PAY COMMISSION.Pay Rates and Pay Scales.

While accepting the broad principles laid down by the Islington Commission, attention has been paid to more recent trends and the Commission have recommended that so far as practicable a fair relativity should be maintained between the rates of pay of certain classes of civil servants and comparable outside rates, the parity being judged only with reference to long term trends in wage level in the country. (43-45).

While accepting the limitations to the application of the minimum wages theory, it is recommended that the State must take some step forward in the direction of giving effect to the living wage principle in dealing with its employees who are virtually on the 'poverty line' (45-48).

According to the majority view Rs. 55 and Rs. 90 are recommended as reasonable living wages for a working class family and a middle ~~xxx~~ class family respectively at a cost of living index of about 260. Of these sums, Rs. 30 and Rs. 55 may respectively represent the basic pays and the balance dearness allowance at the index level mentioned (51)

Recognising the present disparity between the minimum and the maximum of public salaries, the growing demand for personnel from private business and industry and the views on the one hand that the State should not compete with private enterprise in respect of ~~prize~~ prize jobs and on the other that ~~an~~ adequate remuneration is essential for maintaining ability and integrity in the permanent services, it is recommended that as a first step it will be fair to fix Rs. 2,000/- per month as the maximum salary of public servants in India save for a few selected posts. (54).

The continuance of the system of time scales with suitable efficiency bars is recommended (55-60).

The following typical scales are recommended:-

(1) Class I Services and the All India Police Service:-

Junior scale . . . Rs. 350-350-380-30-590-(E.B.)-30-770-40-850 (19 years)

Senior scale . . . Rs. 600 (6th year)- 40-1000-1000-1050-1050-1100-1100-1150-(21 years)

Junior Administrative posts. Rs. 1300-60-1600.

Senior Administrative posts. Rs. 1800-100-2000.

For posts intermediate in responsibility between Junior and Senior Administrative posts . . Rs. 1600-100-1800

The scale of Rs. 1800--2000 is intended for the heads of the biggest departments and would normally be the highest point which a permanent civil servant could reach in his service. Posts now carrying a maximum salary of Rs. 3000 must as far as possible be fitted into the selection grade of Rs. 1800-2000.

The highest paid posts like those of Secretaries, General Managers of Railways, Members of the Railway Board, Members of Central Board of Revenue, Chairman and Members of the Public Service Commission etc. should be fitted into scales between Rs. 2,000 and Rs. 3,000 preferably on four levels of Rs. 2,250, Rs. 2,500, Rs. 2,750 and Rs. 3,000 (61 and 63).

(2) All India Administrative Service and the Foreign Service
Junior scale . . . Rs. 350-400-450-500-540-30-600 (EB)-
30-870-40-950 (19 years).

Senior scale . . . Rs. 800-(6th year)-40-1200-1200-1250-1250-
1300-60-1600 (24 years).

Selection @ Grade for posts Rs. 1800-2000.
like Commissioners.

The highest administrative post may carry pay ranging between 2,000 and Rs. 3,000 as mentioned in (1) above.

(3) CLASS II scale . . . Rs. 275-25-500-E.B.-30-650-E.B.-30-
800.

Where the entrant has already to spend some years in acquiring special qualifications for any particular job, he may be started on an appropriate salary higher up in the scale (65).

(4) CLASS III: This class should comprise not merely people with literary qualifications, but also skilled artisans.

The following 12 typical scales have been suggested:-

- (a) Rs. 55-3-85-(E.B.)-4-125-5-130
- (b) Rs. 60-5/2-75
- (c) Rs. 60-4-120-(E.B.)-5-170
- (d) Rs. 75-3-105
- (e) Rs. 80-5-120-(E.B.)-8-200-10/2-200.
- (f) Rs. 100-5-125-6-(E.B.)-10-185-6-185,
- (g) Rs. 100-8-140-10-200-(E.B.)-10-300
- (h) Rs. 150-7-185-8-225.
- (i) Rs. 160-10-250-(E.B.)-10-300-15-450.
- (j) Rs. 200-15-350-(E.B.)-15-440-20-500.
- (k) Rs. 25-15-400
- (l) Rs. 300-20-500 (66).

(5) CLASS IV:-

Unskilled and unlearned employees Rs. 30-1/2-35.
(including peons and daffadars).

Jemadars and Daftries . . . Rs. 35-1-50.

Skilled or semi-skilled workers . . . Rs. 35-1-50 and
Rs. 40-1-50-2-60.

It is not proposed that the salary now drawn by any officer should be affected to his prejudice. But as regards the promotion of such officers, the questions may arise as to the way in which they are to be dealt with if the promotion is likely to take them beyond the limits indicated by the scales that we have suggested. Such case should be dealt with on the same lines as the Government may decide to adopt in respect of pre-1931 entrants (68).

When a person on the existing scales is brought on to the new scales, his initial pay should be fixed at the lowest figure arrived by the following calculations:-

(1) What he would draw if his entire service in the existing scale had been on the corresponding proposed scales of pay.

(2) Fix the initial pay at the stage in the proposed scale next above the pay he is drawing in his present scale and add one increment in the proposed scales for every three completed years of service.

(3) Add to the present pay the sums stated below and fix initial pay in proposed scale at the stage next above the amount so arrived:-

	Salary.	Amount to be added.
Not exceeding	Rs. 100	Rs. 15
-do-	101-250	20
-do-	251-400	30
-do-	401-500	40
-do-	501 & above	50

Remarks B. of the Finance Department.

Finance (Salaries).

1. Provincial Services. The question of revision of ^{Pay} of the Provincial Service is separately under consideration in the Retrenchment and Reorganisation Section. That section may be requested to take relevant extracts from this file relating to Class I and Class II services and examine whether ~~the~~ and if so to what extent the Central Pay Commission's recommendations can be followed by this Government.

2. Subordinate Services. The following statement shows in ^{our} view particulars of the revised scales recommended by the Central Pay Commission for somewhat comparable posts at the Headquarters (New Delhi) and at Madras with those recently sanctioned by this Government.

Particulars of posts.	Existing scales.	Revised scales re-commended by C.P.C.	Revised scales sanctioned for corresponding posts by Madras Govt.	R S M A R K S
-----------------------	------------------	---------------------------------------	---	---------------------------------

Central Government Secretariat at New Delhi.

Superintendents	500-20-600	530-30-710	200-20-400 (Madras Sectt. Supdts.)	
Assistants I Gr	140-10-400	160-10-330	90-5-125 Sectt.U.D.	
Assistants IIG		250-10-300-15-450	10-175 Clerks.	
Ass Clerks.	~~60-70~~ 60-170	68-4-120 -5-170	51-3-75- 2-100	Sectt. L.D. Clerks.

Central Government Offices at Madras (including Audit Offices, Incometax Offices, Post Offices, Railways.

Superintendent A.G's Office	200-15-440- 20-500.	200-20- 400.	Madras Sectt. Superintendents.
U.D.Clerks, Central & Govt. offices.	80-5-120-6-200 10/2-220	90-5-125 10-175	Sectt.U.D.Clerks
L.D. Clerks.	55-3-85-4-125 125-5-130	51-3-75-2-100 45-3-60-2-90	A class do. B class & Mrl. offices U.D. Clerks. L.D.C.(Sectt. L.D.C. in all other Provincial Govt. offices.
Class IV servants & Peons.	30-1-35	16-1-25	Peons.
Jamadars.	35-1-50	22-1-30	Duffadars.
Skilled and semi-skilled workers.	35-1-50	24-1-32-1-35	Attenders.

It may be noted that the Cabinet Salaries Committee constituted by this Government observed as follows in their report dated 23-10-1948:-

"As regards the Central Pay Commission's recommendations, the Chairman has had an opportunity of discussing the question with the Commission. We have attempted to bring our recommendations into

into line with those which the Commission is likely to make but, on the question of fixation of salaries for the servants of this Government, we feel that we must be guided primarily by the conditions existing in this Province and the financial resources of this Government rather than by any recommendations which the Central Pay Commission is likely to make regarding the Central Government servants. We are of opinion therefore that if salaries are now revised to suit local conditions there need be no further revision after the Central Pay Commission's recommendations are known, because any further upward revision will be quite beyond the resources of this Province."

It will however be seen from a review of the above statement that the revised scales recently sanctioned for posts of Superintendents, Upper Division and Lower Division Clerks and the inferior services under this Government are even lower than those of somewhat comparable posts in the Central Government offices in the City e.g. Accountant General's office, Income tax Office, Customs, and Postal Departments. The Secretariat is mainly dealing with the questions of policy of the Government and in quality and intensity the work stands on the same footing with that in the Central Government Secretariat at New Delhi. In past, the scales of pay in the Secretariat were at least more or less equal with those of corresponding ranks in the local Accountant General's office and in face of the above statement, even this position will not be maintained notwithstanding the premier position and status held by the Secretariat. This circumstance apart the Central Government establishments in the City are very large and the existence of more liberal scales of pay for them will not be conducive to the efficiency of Provincial Government servants. In fact, it will be directly reflected on the quality of staff available for employment under this Government. There is already a deep agitation among the non-gazetted services under this Government, and the new scales now sanctioned for Central Government services will aggravate the position further. Newspaper reports go to show that the Bombay and Bengal Governments are likely to follow the recommendation of the Central Pay Commission.

Although it would appear that the Government of India have accepted the recommendations of the Central Pay Commission regarding the revised scales, their final orders have not yet been received and it seems that their orders can be expected only in July 1947. In the circumstances, it is for orders whether any modification will be considered necessary in the revised scales already sanctioned, and if so whether the matter may be reconsidered after the final orders of the Government of India are known.

N.V.P.
27.5.47.

The Pay Commission appear to have omitted to notice one very relevant consideration which has always been taken into account in Madras viz., that the starting pay in all scales for which men are normally recruited straight from school or college need only be adequate to maintain a single person, as the candidates should normally be unmarried. It was on that ground that the Madras Government started Lower Division Clerks on Rs. 45-51 instead of Rs. 50-55.

Similarly, no account has been taken of the fact that in classes accustomed to unskilled manual labour, not only the husband but also the wife and all members of the family above school age are normally at work. It was for this reason that the Madras Government did not adopt Rs. 50 as a minimum wage inclusive of dearness allowance at the present cost of living.

It is clear that this Province could not afford to adopt the scales suggested by the Central Pay Commission for inferior servants and unskilled labour. Economy in pay costs to the former could be effected by wholesale retrenchment of peons, giving up "bungalow peons" except in cases where officers may have to send urgent messages out of office hours and cutting down those in offices. But such a course if carried too far would cause much inconvenience and delay. If Government are disposed to consider any further revision of peons' pay from what the Salaries Committee decided, one possible course, already followed by the Police, would be to allow full length of service to count for pay in the new scales in the case of all Government servants the initial pay of whose posts is Rs. 30 or less. This would go a considerable way to relieve hardship among the

A/ among the older peons, for in their case, as the annual increment is only 8 annas the provision for advance increments has brought little benefit.

Turning again to Clerks' scales, I do not think it is any use comparing Delhi Secretariat scales with those of Madras. Conditions of living in Delhi for clerks are likely to be expensive and unpleasant for many years to come. I have yet to meet the Madarassi clerk who regarded his period of service in Delhi with any enthusiasm except those who have been lucky enough to achieve rapid promotion. The same applies to Calcutta. In general, the Central Pay Commission have framed their proposals with an eye to living conditions in North India, and in the interests of uniformity have granted to the Central Government servants in the South more than they would otherwise have done.

The main point of difference in the scales as between Central and Provincial in Madras is the far higher maxima for clerks, in the case of the Upper Division, double the Provincial scales. The Madras Government have already raised their maxima very considerably in the recent revision, in the case of L.D. Clerks by 50% and cannot possibly afford the new Central Government scales. Please see the extract from the Salaries Committee's Report at page 14 above. On the whole the revision of clerks' pay in Madras has been reasonably generous, and the Government have decided that they cannot even afford to allow pay to be fixed in the new scales according to total length of service. It is the manner of fixation of pay, incidentally, that is the main factor in deciding the quantum of immediate benefit to present incumbents when a revision of pay takes place.

P.C. /1.6.47.

I believe that Superintendents in the Central Secretariat have a fairly larger number of Assistants (corresponding to our U.D. Clerks) under them, while Superintendents here have only two or three clerks. As the staff is organised here the revised scale for Superintendents is adequate.

As pointed out by Deputy Secretary the maxima for Superintendents and Clerks under this Provincial Government are somewhat lower than for similar posts in the Accountant-General's office; but the revised Provincial scales are substantially higher than what were in force previously and taking the conditions of living in this Province and the provincial resources into account no further revision is necessary or possible.

As regards menial staff, whatever may be the position in the north, the minimum pay of 16 (with a dearness allowance of Rs. 16) compares not unfavourably with the average income of the classes from which they are drawn. I doubt whether even the average income of a representative ryot in this Province would work out to Rs. 32 a month. The menial which it is usual for women also to work and add to the family income. The Reorganisation Committee was of opinion that even after the recent revision of salaries for menial staff and the revision of the pension rules so as to permit them to draw half the average emoluments as pension -- previously pension for peons was subject to a maximum of Rs. 6 p.m. -- it would be necessary to reduce the strength of menial staff by about 25% and it would be impossible to allow any higher scale of pay without a correspondingly larger reduction of strength. Whatever the agitation by the existing personnel may be there is no indication that it is difficult to recruit peons and other unskilled staff on the existing scales of pay. No further revision is therefore called for. (The possibility of giving more weightage for past service when fixing pay in the existing scales may however be examined separately--though I think it would be difficult to allow the whole of the past service to count for increments (A above))

T.N.S. Raghavan
13.6.47.

A gree generally.

W.S.B./14.6.47.

Sd/- B. Gopal Reddi
/- O.P. Ramaswami Reddiar Finance Minister/9.9.47.
in. Premier. 16.9.47.

It has been decided that the possibility of giving more weightage for past service in the case of low-paid Government servants, the initial pay of whose posts is Rs. 30 or less may be examined separately, it being recognised at the same time that it would be difficult to allow the whole of the past service to count for increments in such cases.

2. Attention is in this connection invited to the Finance Department's note on pages 1-6 or the papers relating to revision of pay scales, which sets out the basis on which the recommendation of the Cabinet Salaries Committee and rule 9(c) of the Madras Revised Scales of Pay Rules, 1947 are based. It is true that fixation of pay in the revised scales with reference to the length of services is the most fair and equitable method, but this principle could not be adopted on financial considerations. A less expensive method of granting one advance increment for every four years of service was eventually recommended by the Cabinet Salaries Committee after discussion with the Central Pay Commission in this regard and it was accepted by this Government in December 1946. In fact the Government of India have adopted a somewhat similar principle viz., grant of one advance increment for every 3 completed years of service. It has, however, been suggested that in practice the concession of advance increments contemplated in rule 9(c) has not conferred any benefits on the low-paid staff and that this has hit the case of the low-paid subordinates like peons hardly as in their case the annual increments being Rs. 0-8-0 the scheme of advance increments has brought little benefit.

3. The following statement shows in one view particulars of typical cases of fixation of pay in rule 9:-

(1) <u>PEONS</u>					
Service . .	over 25 yrs.	over 19 years.	over 13 years.	Over 8 years.	Over 4 years.
Pay in Exg. scale	Rs. 17	Rs. 16	Rs. 15	Rs. 14	Rs. 13
T.A.P.	3	3	3	3	3
Total emoluments under Existg. scale. (12-17)	20	19	18	17	16
Pay in the revised scale admissible (Rs. 16- $\frac{1}{2}$ -25)	22 $\frac{1}{2}$	21 $\frac{1}{2}$	20	18 $\frac{1}{2}$	17 $\frac{1}{2}$
Pay in Revised scale in the entire service counted for ~~in accounts~~ increments (with T.A.P.)	25	25	22 $\frac{1}{2}$	20 $\frac{1}{2}$	18 $\frac{1}{2}$

(2) <u>DUFFADARS.</u>				
Service	Over 10 years.	Over 8 Yrs.	Over 4 yrs.	Over 2 yrs.
Pay in exg. scale (Rs. 17-1 $\frac{1}{2}$ -22)	22	21	19	18
T.A.P.	3	3	3	3
Total emoluments under Existg. scale.	25	24	22	21
Pay in the revised scale admissible (22- $\frac{1}{2}$ -30)	26 $\frac{1}{2}$	25 $\frac{1}{2}$	23	22 $\frac{1}{2}$
Pay in Revised Scale if entire service is counted for increments) ~~without~~ T.A.P.	27	26	24	23

(3) HIGHER ELEMENTARY TRAINED TEACHERS.

Service	Over 14 yrs.	Over 8 yrs.	Over 4 years.	Over 2 yrs.
Pay in Exg. Scale T.A.P.(23-45)	Rs. 37 3	Rs.31 3	Rs.27 3	Rs.25 3
Total emoluments under Existg. scale	40	34	30	28
Pay admissible in revised scale (Rs. 30-1-50)	44	37	32	31
Pay in Revised Scales if entire service is counted for increments without T.A.P.	44	38	34	32

(4) BLUE PRINT OPERATORS, I GRADE (Engineering Subordinate)

Service	Over 14 yrs.	Over 9 yrs.	Over 4 yrs.	Over 2 yrs.
Pay in Exg. scale T.A.P. (20350(20-35)	Rs. 31 3	Rs.28 3	Rs.24 3	Rs.22 3
Total emoluments under Existg. Scale	34	31	27	25
Pay admissible in revised scale(Rs.25-1-40)	38	34	29	26
Pay in Revised scale if the entire service is counted increments without T.A.P.	39	34	29	27

(5) TELEPHONE GUMASTERS, II GRADE (& IRRIGATION CONSERVANCY

Service	Over 10 yrs.	Over 8 yrs.	Over 4 yrs.	Over 2 yrs.
Pay in the Existg. scale.(19-1/2-24). T.A.P. T.A.P.	Rs. 24 3	Rs.23 3	Rs. 21 3	Rs.20 3
Total emoluments under Exg.scale	27	26	24	23
Pay admissible in revised scale of Rs. 24-1-30	30	29	26	25
Pay in Revised scale if the entire service is counted for increments (without T.A.P.)	30	30	28	26

3. It will be seen from the above statement that in all the cases the fixation of pay under rule 9 has resulted in an increase of pay over the total emoluments prior to 1-1-1947. Of course it varies with each case and this is due to the structure of the pay scale and the rate of increments. In the case of peons, a substantial increase in the pay is not to be expected immediately. If any distinction is to be made in the case of posts with a starting pay of 30 or less the total number of posts will be very large as the class of Government servants affected are numerous and a liberalisation of the scheme of the advance increment in their case will, apart from making discriminatory treatment between one service and another, result in a huge extra cost. Further, it is more than six months since orders on the revised scales were issued and the pay of all existing incumbents should have been fixed by this time and in the circumstances, it is for consideration whether it is desirable at this stage to make further modifications and allow advance increments on a more liberal scale in the case of low-paid servants, the minima of whose basic scale of pay is Rs. 30 and below.

4. If, however, a more liberal treatment of the lower-paid post is considered necessary, it is submitted that the suggestion for the grant of advance increments at the rate of one for every four years would appear to have arisen on the assumption that the old system of biennial increments (in force prior to the recent revision) would continue, and the intention was apparently to allow one advance increment for every two increments earned in the "existing scale." As the system of biennial increments has since been given up and scales with annual increments have been adopted, it is for consideration whether adopting the principle implied at 'A' above, one advance increment may be allowed for every two years of service in the case of low-paid subordinates subject of course to the limiting clause 9(~~of~~) (g). In order, however, to reduce the extra cost, it is for orders whether this concession may be restricted to low paid posts the minimum of the revised scale of which is Rs. 20 or below. The main class of servants who are hard hit by the existing scheme of advance increments are peon process servers etc. and these classes will be benefited if the suggestion made above is accepted.

For orders.

Sd/-x x x x x

A point to remember is that T.A.P. has been absorbed in giving effect to revision. T.A.P. itself in the case of lower-paid services with 0-8-0 increments amounted to as much as 6 increments. T.A.P. was a liberal system of advance increments given over and above existing scale and itself is part of the revision.

If pay in existing scale prior to grant of T.A.P. is considered, peons have obtained an increase of about 33 1/3 % in one jump due to the revision. Other low-paid Government servants detailed on page 11 ante have the same method of calculation received a benefit of about 20-25% the increased ~~and amounts emoluments~~ what would be roughly the cost and what would be revised pay if the examples on page 11 ante if the proposal at B on page 12 ~~above~~ were to be given effect to.

Sd/-x x x x x
29.9.47.

Finance (Salaries)

The classes of Government servants who will be mainly benefited by the suggestion at B on page 12 above are indicated in the statement at (L) below and the bulk of them are peons. There is no information in the file regarding particulars of total service of the existing incumbents, the pay already fixed for them in the revised scale, and the higher pay, if any, that will become due as per the suggestion to assess the extra cost. In view of the very large number of such posts and as particulars of service of very individual will vary, it is not possible to assess the extra cost even roughly. As already pointed out in the Deputy Secretary's note on page 13 above, the absorption of the T.A.P. in fixing pay in the revised scale has conferred a substantial benefit in the case of these men, and in view of the limiting clause (g) of Rule 9 it seems doubtful whether the amendment will result in any appreciable increase of pay in a large majority of cases. It may be mentioned in this connection that under Rule 9(c) the maximum number of advance increments contemplated is 4, while owing to the operation of Rule 9(g), the total number of advance increments is not likely to exceed 8 at the most on an average, as per the suggestion at B on page 12 above. On this basis, the difference will be 4 more advance increments. The total number of such low paid subordinates is about, 30,000. The rate of annual increment in most of the cases is As. 0-8-0 ~~and~~ and on this basis the total cost ~~is~~ is likely to be in the neighbourhood of Rs. 60,000 per mensem.

I don't think this is the time to consider this. It will certainly lead to a fresh demand from other low paid servants.

In view of the considerations set out in para 3 on p.12 above and para 1 of Deputy Secretary's note on page 13 above, it is for consideration whether rule 9(c) of the Madras Revised Scales of Pay Rules, 1947 relating to the grant of advance increments will be liberalised in regard to low-paid Government servants; and if so, it is for orders whether one advance increment (without any limit in the number of (increments) may be allowed for every two years of service in the case of low-paid subordinates, the

contigent
paid workers,
work charged,
establishments etc
for some concessions
in their cases
and will create further
dissatisfactions
among Local Boards
and Municipal Employees
too.

Sd/-x x x x

of whose revised scales of pay is Rs. 20 and less
subject, however, to the conditions that (1) the
pay so fixed is limited by clause (g) of rule 9;

(2) no arrears of pay is allowed (which
becomes due owing to such fixation) in respect
of the period 1-1-1947 to 30-9-1947.

If the latter alternative is decided upon,
it seems necessary to obtain orders in full cir-
culation in view of the department from the
decision in G.O. 78 Finance dated 6-2-1947 and
the large extra cost, involved.

Sd/ Additional Secretary
26.9.47.

The question is whether the rules in regard
to the fixation of pay in the revised scales should be amended
So as to allow greater weightage than at present for past service
in the case of subordinates on the lowest scales of pay. The state-
ment on page 11 above gives a few typical cases of fixation of pay
and I have had it amplified so as to show what the pay would be if the
whole of the past service of the subordinate concerned was allowed to
count for increments in the revised scales of pay. It will be
noticed that the pay actually allowed under the existing rules is not
substantially below the pay that would be admissible on the basis B
above, except in the case of peons. It is impossible to have a sepa-
rate rule for peons only as this will give rise to a claim on the part
of other Government servants that the more liberal rule should apply
in their case also and the extra cost would be very large. Even in
the case of peons a comparison of the two lines marked A on page 11
above shows that the pay allowed under existing rules is not very
much below the pay that would be admissible if the entire service is
treated as service in the revised scales. It is therefore submitted
that the existing rules may be left unaltered and no special
concession for the subordinates on the lowest scales of pay need be
given.

Sd/-x x x x/30-9-47.

H.M. (Finance) While I concede there is forces in the ^{argument} ~~law~~
that greater weightage should be given total-paid
people, yet it cannot be conceded to peons
only. Local boards servants also will clear it.
Teachers too. Safer to leave it as it is. It
adversely affects only section people.
In any revision, there are bound to be hard cases.

Sd/-x B. Gopal Reddi.
Minister for Finance.
12.10.47.

I agree with H.M. Finance, Sd

Sd/ O.P. Ramaswami
Reddiar
Hon. Premier.

No further action is necessary in view of the orders in cir-
culation above. The papers may, for purposes of future reference be,
Recorded.

G.O. Ms. No. 809-D/ 17-10-1947.

R E C O R D E D.

Abstract:
Public Services- Revision
of scales of pay - grant
of weightage for past service
in the case of low-paid
Government servants-
Dropped - Papers Recorded.

Sd/- V.K. Rao,
Deputy Secretary to Governm

/True Copy/

SP/4 2.1.1954.

Office Ass
Madras Record